

**BOARD OF SELECTMEN MEETING
MONDAY, JANUARY 12, 2015
7:00PM AT TOWN OFFICE BUILDING
240 SPRINGFIELD STREET, WILBRAHAM, MA
MINUTES**

PRESENT: Chairman Robert W. Russell (presiding); Selectmen Robert J. Boilard and Susan C. Bunnell, Interim Town Administrator Thomas Sullivan, and Candace Ouillet Gaumond, Administrative Assistant to the TA/BOS.

PLEDGE OF ALLEGIANCE

Chairman Russell opened the meeting. He then asked all to join him in saying the Pledge of Allegiance.

APPOINTMENTS WITH THE BOARD

Interviews with Candidates for the Town Accountant Position

- Christine Regan

Chairman Russell informed Ms. Regan that the meeting was being broadcasted live. He also shared that the Board was interviewing candidates tonight; and a decision would not be made tonight but shortly. Chairman Russell then asked Ms. Regan to introduce herself. Ms. Regan shared that she has been a resident of Berkshire County for twenty years; however, she grew up the eastern part of the state. She has been an accountant for approximately seventeen years; and has worked for non-profit organizations, a school system and municipalities. Ms. Regan informed that she worked as a Town Accountant for two municipalities and was once an Administrative Assistant for Board of Selectmen. She shared that she has children and enjoys hiking. Ms. Regan explained that her life is not in balance right now; whereas, she works too many hours. She wants to have a more balanced lifestyle and confesses that this is the reason she applied for the position.

Selectman Bunnell asked Ms. Regan to explain the role of the Town Accountant in the context of municipal government. Ms. Regan answered that the Town Accountant is responsible for reporting to boards, committees, the community, Massachusetts Department of Revenue and the Auditors. The Town Accountant ensures that records are reconciled and in-sync with the receivables, debt and cash accounts. The Town Accountant also works with Assessors on cash sheets. The Town Accountant makes sure that the snow and ice account does not overrun. Overall, Ms. Regan stated that the Town Accountant's responsibility is to make sure that the Board of Selectmen are informed of the budget's balance as well as ensuring that Department Heads are aware and understand where their Departments' budgets stands.

Selectman Bunnell noted that Ms. Regan worked as a Town Accountant in the past for two different communities. She asked if there were Town Administrators and Finance Committees in those communities. Ms. Regan responded yes. Selectman Bunnell asked what the Town Accountant's role was with the Finance Committee. Ms. Regan answered that she did not have much involvement with the Finance Committee in the smaller community. However, in the larger community, she constantly was involved with and communicating financial information to the Finance Committee.

Selectman Boilard asked Ms. Regan if she was aware of the position's salary perimeters. Ms. Regan responded yes. Selectman Boilard asked Ms. Regan what kind of decisions is she responsible for on a daily basis in her current job. Ms. Regan responded journal entries, personnel issues related to insurance, benefits and workmen's compensation. She commented that she made decisions in handling workmen's compensation cases. She elaborated that she always reviews the expenses that comes through the Accounting Office and ensures that general expenses are appropriate. Selectman Boilard asked Ms. Regan what she thought would be the most difficult adjustment for her coming into Wilbraham. Overall, she didn't feel that it would be overly difficult. Ms. Regan expressed that she would be returning to the type of work she used to do. She stated that she is a small town girl and enjoyed working in that type of environment where you felt the ground root connection. She explained that when working in big cities, one becomes removed from the day-to-day activities she enjoys. Selectman Boilard asked Ms. Regan about her management style. Ms. Regan responded that she is very detailed orientated. She expanded that she likes to examine and analyze things continually to see where things need to be addressed. She provided example of how she works with her current subordinates, one-on-one fashion. Selectman Boilard asked Ms. Regan how her co-workers would describe her. She said that her co-workers would say she is a really nice person, fun and easy to work with. She knows her job and does it well. She is dedicated and trustworthy. Ms. Regan also stated that her co-workers would say she is helpful and helps others learn and grow. Lastly, she confessed that if she were to get the job in Wilbraham, she thinks her co-workers would be sorry to see her leave.

Selectman Bunnell asked the candidate what information she needs before making a decision on the payment of an invoice. Ms. Regan stated that she would need the source document. She would ensure that proper procedures and laws were followed. She added that if the invoice is something that requires a Department to sign off on, she would make sure it's agreed upon, and in the proper fiscal year. Selectman Bunnell asked how Ms. Regan would handle a reserve fund transfer request. Ms. Regan stated that the request would go before the Finance Committee. Selectman Bunnell asked how assignments would be delegated. Ms. Regan provided an example of how she currently delegates assignments in her current job. Overall, she stated that delegating assignments depends on what needs to be done and who has the expertise available to do the task.

Chairman Russell asked Ms. Regan what she saw as the biggest challenge moving forward. Ms. Regan stated that getting to know the Town, the work culture and government structure in Wilbraham. She also mentioned that she would have to re-familiarize herself with the accounting codes structure for municipalities. She explained that the codes are different for schools where she currently is working. She further elaborated that she would have to get to know the various functions in Town as well as the proper procedures. She also commented that she would need to meet with the Town's auditors to see if there are any issues that she should be aware of. Chairman Russell asked Ms. Regan to make one last impression on the Selectmen by sharing one thing about herself that the Selectmen should know. Ms. Regan stated that she is very qualified and would do a good job. She felt that the comments she shared about what her co-workers would say about her, the Selectmen would believe, too, in time. She informed the Selectmen that she would love this job.

- Sandra Wrona

Chairman Russell told Ms. Wrona that the Selectmen are essentially asking the same questions of each candidate. He also mentioned that the Board would not be making a decision tonight but shortly. He then informed Ms. Wrona that the meeting was being televised. Chairman Russell asked Ms. Wrona to introduce herself.

Ms. Wrona informed that she is currently the Deputy Town Accountant in West Springfield and has been for years. She has always been an accountant. She said that she is looking for a challenge and that is why she would consider leaving her current employment in West Springfield. Selectmen Bunnell inquired how Ms. Wrona would explain the role of a Town Accountant in the context of municipal government. Ms. Wrona responded that the Town Accountant is the fiscal watchdog. The Town Accountant helps with the budgeting process, monitors controls in Town and reports to the Department Heads, the Board of Selectmen and Committees as to how the Town is fiscally operating as it should be. Selectman Bunnell asked Ms. Wrona what information is needed before making a decision on the payment of an invoice. Ms. Wrona stated that the invoice would need to be authorized by a Department. It would need to be a reasonable and legal expenditure. There should also be appropriate back up material, particularly if its procurement process to purchase an item. Selectman Bunnell asked Ms. Wrona how she would delegate work assignments. Ms. Wrona said that she would always make sure the employee understands the assignment. She would also follow up to see that the employee is progressing correctly and if there are any questions or concerns about the assignment.

Selectman Boilard asked Ms. Wrona what kind of decisions she is responsible for in your current job. Ms. Wrona explained that she is currently the Deputy Town Accountant and Procurement Officer in West Springfield. She works under the Town Accountant, who makes the decisions. However, Ms. Wrona pointed out that when the Town Accountant is not available, she is responsible for making decisions. She elaborated that the Chief Procurement Officer position is new. The position was designed to centralize the procurement process. She explained the decisions she has made in that position and what she has done thus far. Selectman Boilard asked a question with regard to Ms. Wrona's experience in working with annual town budgets. Ms. Wrona responded that it would be difficult for her because she has only ever worked on a budget in pieces. She acknowledged that this would be the biggest challenge for her. Selectman Boilard asked Mr. Wrona what her management style is. She informed that her management style was easy going. She gets things done; however, she is not on top of others unless there is a reason to be. Selectman Boilard asked her how her co-workers would describe her. Ms. Wrona stated easy going and detailed orientated.

Chairman Russell asked Ms. Wrona what she thought the biggest challenge would be serving as the Town Accountant. Ms. Wrona responded that getting to know how each Department functions as well as assessing how the Departments are doing and which Departments need assistance. Chairman Russell asked Ms. Wrona what is the one thing that she would like the Board to know about her that would leave a last impression. She informed the Board that she is someone who always takes on a challenge and has done a good job with it. She has a strong background in accounting; and would be a strong asset to the Town.

- Nancy Johnson

Chairman Russell informed Ms. Johnson that she was being recorded for the Town's Public Access Channel. He then asked her to introduce herself and tell the audience about her qualifications for the position of Town Accountant. Chairman Russell did stated that the Board would not make a decision tonight about the Town Accountant position. Ms. Johnson shared that she has been the Assistant Town Accountant for twenty-two years. She attended the Massachusetts Municipal Accountants and Auditors' Association's Governmental Accountant Certification exam held at the University of Massachusetts recently; and passed the test on the first try, achieving her certification. Ms. Johnson informed that she has worked with the Finance Committee in preparing and building the annual town budget for twenty-two years. She further shared that for eighteen years she has assisted the Capital Planning Committee with preparing capital planning projects. Currently, Ms. Johnson is the Interim Town Accountant. She served in this function two years ago as well when the previous Town Accountant was out on leave.

Selectman Bunnell asked Ms. Johnson to explain the role of Town Accountant in municipal government. Ms. Johnson stated that the Accounting Department is the hub of the government because everything flows through the Accounting Department. The Town Accountant interfaces with all the Town Committees and prepares budgets. Selectman Bunnell asked Ms. Johnson to describe the information needed to pay an invoice. She responded that the invoice must be dated in the correct fiscal year; and it must be an appropriate and legal expenditure. She also added that you would need to ensure that the account has monies to pay the invoice. Selectman Bunnell then asked how Ms. Johnson would delegate her work assignments. Ms. Johnson admitted that delegating was a weakness of hers; however, she acknowledged that she has learned that it's very efficient to delegate the work. She provided an example of her ability to delegate work by discussing the current temporary worker in the Accounting Office. Selectman Bunnell asked Ms. Johnson what is her criteria for delegating work. Ms. Johnson responded that there are currently two employees in the Accounting Office. For this reason, the workload has increased. She then stated that it's beneficial to delegate the work out to someone else.

Selectman Boilard asked Ms. Johnson how the decision making responsibility has changed from being the Assistant Town Accountant to the Interim Town Accountant. She informed that she has only been the Interim for three months. In that time, she has worked closely with the Department Heads and policies and procedures. She explained how she recently set up a new enterprise fund for the Municipal Light Plant. She made decisions to contact certain people to ensure that the fund was set up correctly. Selectman Boilard asked if her responsibilities increased in the area of policy and procedures. She responded yes. He then asked if Ms. Johnson would have any difficulties moving from Assistant Town Accountant to Town Accountant. She stated that she has been in the Accounting Department for twenty-two years. During the last five years, the former Town Accountant mentored her and allowed her to handle every aspect of the job. Ms. Johnson has found it to be an easy transition from Assistant Town Accountant to Interim Town Accountant. Selectman Boilard asked Ms. Johnson to describe her management style. She stated that she would learn to delegate more and manage by example. She would not expect anyone to do something that she would not do herself. Selectman Boilard asked how a coworker would describe her. She replied that a coworker would describer her as being personable, friendly and willing to help. She stated that if a problem would rise, she would help her coworker resolve the problem.

Chairman Russell asked Ms. Johnson what she perceived as the biggest challenge for the Town Accountant moving forward. Ms. Johnson stated that she thinks things will transition smoothly if she is able to appoint an Assistant Town Accountant. She does not see very many problems arising. Chairman Russell asked Ms. Johnson what she would like the Selectmen to know before leaving tonight. She stated that she has been with other Assistant Town Accountants, who have been long term Assistant Town Accountants, such as herself, and they are usually surprised at how much she knows about her job and accounting. As a result of the former Town Accountant letting her learn the job, she feels that she will have no problem taking on the position of Town Accountant. She mentioned that she will also have great support. She commented that she has a great repertoire with other Town people.

Materials referenced: Employment application, cover letter and resume, received September 15, 2014, submitted by N. Johnson; employment application, cover letter and three letters of recommendation, received October 23, 2014, submitted by C. Regan; employment application, cover letter and resume, received October 17, 2014, submitted by S. Wrona; Interview notes, received December 12, 2014, submitted by D. Miles, Chairman of the Finance Committee and member of the Town Accountant Search Committee; Town Accountant Advertisement distributed to the local media and newspapers, submitted by H. Dane, Human Resource Coordinator; Memo, dated January 8, 2015, from H. Dane, Human Resource Coordinator, relative to the Town Accountant applicants; and Town Accountant Search Committee Interview Rating Sheet submitted by H. Dane, Human Resource Coordinator.

Candidate Interview for the Capital Planning Committee-Paul Kukulka

Chairman Russell thanked Mr. Kukulka for stepping up and expressing interest to volunteer. He then informed Mr. Kukulka that the interview was being televised by Public Access Channel. Chairman Russell asked Mr. Kukulka to introduce himself to the Board and the audience. Mr. Kukulka explained that he moved to Wilbraham in 1993. He mentioned that he has known Selectman Bunnell for many years; and she mentioned that the Town was looking for people to join committees. He stated that he enjoys living in Wilbraham and wanted to give something back to his community. He admitted that he was not sure what the Capital Planning Committee does; however, he has done many things in his day and can adjust. He further shared that he went to school at Holy Cross College in Worcester, Massachusetts. He has been in the insurance industry for many years. He also worked dairy farms and in the slaughter house so he was sure that he could do whatever the Selectmen needed him to do.

Selectman Boilard asked Mr. Kukulka how he gets along with others. Mr. Kukulka responded that he hasn't been asked to leave yet. Selectman Boilard asked Mr. Kukulka, hypothetically, if there were any disagreements amongst Committee members how he would handle it. Mr. Kukulka stated that he would listen with two ears and one mouth. In other words, he listens to understand what the issues are and explains ideas. Mr. Kukulka provided an example from his history in the insurance profession. He then acknowledged that he can't always get his way so you shake hands and get along. The group and John Guzzo, member of the Capital Planning Committee in the audience, discussed when the Capital Planning Committee meets. Mr. Kukulka informed that time commitment is not a problem for him. Selectman Bunnell advised to pay attention to information given. Chairman Russell also advised that there is a time commitment. Committee members must do their homework. He then informed that the Board of Selectmen traditionally relies on the Finance and Capital Planning Committees to produce a good solid work product. Chairman Russell asked if there was anything else Mr. Kukulka

wanted the Selectmen to know about him. Mr. Kukulka stated no, because he is like an onion and the layers will peel back one at a time.

MOTION: Made (Boilard) and seconded (Bunnell) to appoint Paul Kukulka to the Capital Planning Committee for a three-year term, expiring on June 30, 2017. Approved 3-0.

Materials referenced: Citizen Reply Form, received December 16, 2014, submitted by P. Kukulka.

OPEN SESSION

Town Administrator's Report

Interim Town Administrator Sullivan informed the Selectmen that he was currently working on the annual town budget. He anticipates presenting the budget to the Selectmen by the end of January or beginning of February.

Interim Town Administrator Sullivan reported that the Town Administrator Search Committee received twenty-three candidates for the vacant position. The Committee narrowed the candidates down to ten. The ten candidates are scheduled to interview with the Committee on January 23, 26 and 27, 2015. The Committee will narrow the pool down to five candidates to recommend to the Selectmen.

Interim Town Administrator Sullivan announced that the Town received a letter from Governor Charles Baker that the Town's Chapter 90 funding would increase by \$200,000.

Board of Selectmen Updates

Selectman Bunnell mentioned that she was attending the Massachusetts Municipal Association's (MMA) Annual Conference at the end of the month. She asked the Selectmen to review the material relevant to the MMA's Annual Business meeting. She then asked if Chairman Russell would give her voting authority at the business meeting so that she may vote on his behalf whereas he would not be attending. Selectman Bunnell indicated if there were any concerns or comments relative to the Annual Business Meeting material to send an email to Administrative Assistant Gaumond prior to the conference.

Citizens Open Forum

Harry Setian, resident who resides at 29 Linwood Drive, commented on a newspaper article about the two locations being looked at for the police station. He shared the content's of the article with the Selectmen. Mr. Setian asked if the Assessors would assess the taxes for those properties at the amount the property owners are looking for the Town to pay to purchase the properties as opposed to what the properties are currently assessed at. Interim Town Administrator Sullivan mentioned that if the Town moves forward with any property an appraisal will be conducted first to assess the property correctly. The reality is often different. Discussion ensued. Interim Town Administrator Sullivan shared that the property owner of the property located next to the Fire Station, priced at \$425,000, will be covering the cost of demolition of the house as well. He then added that once the Town makes a determination as to which property to pursue, the Town then can enter into negotiations for the purchase of the property. In other words, just because the proposal price of the property is at a certain amount, it does not necessarily mean the Town will purchase the property at that amount.

David Sanders, resident, made a request to have another Citizen's Open Forum at the end of the night when the members of the larger audience have departed. The Selectmen agreed to the request.

Prior to concluding the Selectmen's meeting, the Chairman opened the Citizen's Open Forum to the residents again as per Mr. Sanders' request. Mr. Sanders asked a question with regard to whether or not the solar prices will increase if gas prices rise. He then asked if there was a way to track the solar and gas price rates; and if the Town has the ability to get out of the project if prices dropped. Chairman Russell replied that there is a minuscule chance of that happening. Selectman Boilard reported that as far as the solar array project, there have been no signatures to the agreements for the project. Therefore, the Selectmen have the ability to say no to the project. Chairman Russell further mentioned that in the proposed agreement for the solar array project there is a guaranteed payment to the Town regardless as to what happens with solar or gas prices.

Mr. Sanders asked if IT will be upgrading the website to make it better. He shared a discussion the Planning Board had relative to the website. He also mentioned that the website has the capacity to do a number of things and was wondering if the Town had the resources to pay for those features to make the website better. He asked if the Board supports making the website better. Interim Town Administrator Sullivan stated that the issue is not lack of funding but manpower. He further added that there is a request from IT for monies to add an additional part time person. He further added that the Human Resource Coordinator is currently looking at qualifications for this type of position as well as drafting a job description for this position.

OLD BUSINESS

NEW BUSINESS

Consideration of Non-binding Referendum

Joining the Selectmen for this discussion was Attorney Michal Hassett, Town Counsel, Jolene Guzzo, resident and primary petitioner, and Town Clerk Beverly Litchfield. Chairman Russell asked for the citizens' position about this petition. He asked Ms. Guzzo to walk the Selectmen through the genesis of this petition and what is the outcome she would like to see occur. Ms. Guzzo shared that she is glad to be at the Selectmen's meeting tonight. She is requesting the Board of Selectmen to place a non-binding referendum question on the election ballot. Ms. Guzzo explained that she collected signatures and ten of those signatures were certified. She acknowledged that she needs to re-write the question.

Ms. Guzzo shared that she moved to Wilbraham thirteen years ago as a result of research done on the school system. She has children in the school system. Ms. Guzzo pointed out that red flags went up last year. As a result, she investigated the curriculum that is part of the Common Core program. She stated that she was concerned because there was no input from the parents about how to educate their children. She explained that Common Core was developed by the Governors' Association and funded by the Gates Foundation, which is making millions of dollars off this investment. There was no parent input, no public debate and it seems to have violated federal laws. She further informed the school committed to this program and the mandates have created a burden of costs. According to Ms. Guzzo, this program's mandates costs the tax payers \$1 million. She shared that she wrote to the school committee and three politicians about this

program and have not received any clear answers. She pointed out that this is the same scenario for other parents as well.

Ms. Guzzo then explained that she worked meticulously on this proposed ballot question. Many western Massachusetts' communities are putting forth the same question to be voted on. She has received a lot of positive feedback on this movement. Ms. Guzzo pointed out that the Wilbraham Republican Town Committee endorsed the proposed ballot question and supports this action. It was noted that there are several people on the Wilbraham Republican Town Committee who are also School Committee members. Ms. Guzzo stated that the proposed ballot question is a simple mechanism for the people to be heard. Ultimately, the hope is to stop the Common Core program through a grass roots effort. She is asking officials to listen to the people of the community. Ms. Guzzo read a quote about Massachusetts being the oldest education system.

Selectman Bunnell mentioned that she noticed in a memo from Town Counsel that there is a change that is required to the question format. Town Counsel Hassett offered to meet with the petitioners to go over the irregularities of the language. Town Clerk Litchfield stated that she was concerned with the wording of the proposed question because it was really three questions. For this reason, the questions would have to be multiple questions on the ballot. According to Town Clerk Litchfield, the proposed question needs to be broken down. Discussion ensued. Chairman Russell agreed it should be three questions. Selectman Boilard also agreed and stated that it needed more detail.

Chairman Russell acknowledged a resident in the audience. The resident asked a question. Chairman Russell responded. Chairman Russell acknowledged another resident in the audience. A resident, who resides at 6 Beechwood Drive, read a "profound" statement, authored by Sandra Stotsky. She asked the Selectmen to consider the Ms. Stotsky's statement when considering the petition tonight.

Chairman Russell explained the two methods a petition for a proposed ballot question can make the ballot. He then said that this process is one of the purest forms of government; and when a citizen comes forward, the citizen needs to be respected by those who were elected. A motion was made.

MOTION: Made (Boilard) and seconded (Bunnell) to approve the request for a proposed non-binding referendum questions; and direct that the language "nonbinding referendum" be inserted in the title and of the petition as well as in the body of the questions as advised by town counsel. Approved 3-0.

Materials referenced: Proposed Non-binding Referendum Petition as submitted by ten registered voters in the Town of Wilbraham; and Memo, received January 6, 2015, from Attorney M. Hassett, Town Counsel, regarding the Proposed Non-binding Referendum.

Appointment of Members to the By-Law Review Committee

Chairman Russell announced that the Board will constitute a By-Law Review Committee. He noted that there were four candidates, (some are known entities who have served on other committees,) being appointed tonight. He announced the candidates' names.

MOTION: Made (Boilard) and seconded (Bunnell) to appoint the following people to the By-Law Review Committee, with a term expiring June 30, 2016:

Sergeant Edward Lennon

David Sanders

Michael Mannix

John Broderick

Approved 3-0.

Recommendation from the Town Administrator Search Committee Relative to the Collins Center

Interim Town Administrator Sullivan announced that the Collins Center provided assistance to the Town for the first half of the screening process in the Town Administrator search. Now, the Town Administrator Search Committee is at the point where the candidates have been narrowed down to ten candidates. The Committee will interview the ten candidates and select five candidates to move forward in the process. However, the Collins Center was not originally hired to assist with this second phase of the search process, which includes background checks of the final candidates. The Committee is recommending that the Town continue with the Collins Center for the last part of the search process. This second part of the process will cost \$7,000. If the Board decides to enter into the extended agreement with the Collins Center, it would require a reserve fund transfer to cover the additional cost. Selectman Bunnell commented that we are all concerned about making the extra investment of resources but it sounds as if, given the amount work being asked to be completed, it is appropriate. Interim Town Administrator Sullivan reiterated that the Town Administrator Search Committee made a recommendation that the Town continue the process with the Collins Center.

MOTION: Made (Boilard) and seconded (Bunnell) to exercise the option so noted in the Agreement between the Town of Wilbraham and the University of Massachusetts' Edward J. Collins, Jr. Center for Public Management to extend the Professional Service Agreement so as to retain the Edward J. Collins, Jr. Center for Public Management to assist the Town in completing the recruitment efforts during the Town Administrator search process.
Approved 3-0.

Materials referenced: Professional Service Agreement for Recruitment Services between the Town of Wilbraham and the University of Massachusetts' Edward J. Collins, Jr. Center for Public Management.

Approval of Procurement Contract w/ The Carell Group, Inc. - Regional Emergency Communications Ctr. Feasibility & Technology Study

Interim Town Administrator Sullivan explained that when Regional Emergency Communications Center Feasibility and Technology Study Selection Committee originally selected a candidate to award the contract to there was a protest. As a result, the procurement for design services was rebid out. Chairman Russell asked if there were any questions. None were offered.

MOTION: Made (Boilard) and seconded (Bunnell) to approve the Agreement between the Town of Wilbraham (and other referenced communities) and The Carell Group, Inc., of 85 Main Street, Hopkinton, Massachusetts, for design services relative to the Regional Emergency Communications Center Feasibility and Technology Study; and authorize the Chairman to sign on behalf of the Board. Approved 3-0.

Materials referenced: Contract for the Procurement of Design Services' Regional Emergency Communications Center Feasibility & Technology Study for the Following Communities: East Longmeadow, Hampden, Longmeadow, Ludlow and Wilbraham, dated January 9, 2015, as submitted by Chief F. Nothe, Wilbraham Fire Department.

LICENSING AND OTHER APPROVAL

MINUTES OF MEETINGS

November 24, 2014

December 1, 2014

December 1, 2014 Executive Session

January 5, 2015

January 5, 2015 Executive Session

Chairman Russell asked if there were any issues with the minutes presented for review and approval. No issues noted. A motion was made.

MOTION: Made (Boilard) and seconded (Bunnell) to approve the minutes of November 24, 2014, and the Executive Session minutes of December 1, 2014 as submitted. Approved 3-0.


Materials referenced: Draft minutes of November 24, 2014 and draft executive session minutes of December 1, 2014 as submitted by C. O. Gaumond, Administrative Assistant to the TA/BOS.

SIGNATURES REQUIRED

Agreement with International Union of Operating Engineers, Local 98

Materials referenced: Agreement between the Town of Wilbraham and the International Union of Operating Engineers, Local 98, effective July 1, 2014 through June 30, 2017.

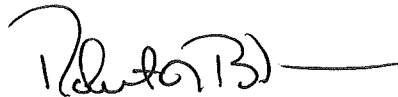
Having no further business, the meeting was adjourned at 8:24pm.



Candace Ouillette Gaumond
Administrative Assistant to the TA/BOS



Robert W. Russell, Chairman



Robert J. Boilard, Vice Chairman



Susan C. Bunnell, Clerk